
CURRICULUM VITAE

Jacqueline A-M. Coyle-Shapiro

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QUALIFICATIONS

1990-1996	PhD, London School of Economics
1988-1989	Master of Business Degree (1 st Class) specializing in OB, University College Dublin
1987-1988	Diploma in Business Studies, London School of Economics
1980-1984	Bachelor of Commerce Degree, University College Dublin

CAREER SUMMARY

2016-2018	OB Faculty Group Lead, Dept. of Management, LSE
2011-2014	Head of EROB Group, Dept. of Management, LSE
2008-	Professor in Organizational Behaviour, LSE
2003- 2008	Reader in Organizational Behaviour, LSE
1996- 2003	Lecturer in Organizational Behaviour (Tenured in 2001), LSE
1995-1996	Half time lecturer in Organizational Behaviour, London School of Economics Research Associate, Templeton College, University of Oxford
1994 - 1995	Lecturer in Management Studies, University of Oxford

MEMBERSHIP

Academy of Management
Society for Industrial and Organizational Psychology
European Association of Work and Organisational Psychology
Elected to the Society of Organizational Behavior in 2016

EDITORIAL BOARD MEMBERSHIP

2007- 2012 **Senior Editor**, Journal of Organizational Behavior

2002 - 2006 **Consulting Editor** for Journal of Organizational Behavior.

Special Issue Editor:

Management and Organization Review on Social Exchange in Organizations with Lois Tetrick, Xiao-Ping Chen and Lynn Shore (2009)

Journal of Organizational Behavior on Employment Relationships with Lynn Shore (2003)

Editorial Boards:

2004 – 2010 Consulting editor for Journal of Occupational and Organizational Psychology

2005 - Present Journal of Applied Behavioral Science

2005 – Present Journal of Management

2008 – Present Journal of Managerial Psychology

GRANTS

Jan 2011-Jan 2014

Leverhulme Trust Award of £249,344 for *Radical Innovation, Team processes and leadership* with Professor Harry Barkema and Dr Connson Locke

Nov 2016-Nov 2020

European Research Council (ERC) Advanced Grant of 1.2 million Euros for *Individual Action through Social Organizations: the case of poverty* with Harry Barkema (Principal Investigator)

Under consideration

Economic & Social Research Council (ESRC) proposal for £900,000 for *Tales from the tails: can low productivity units adopt high productivity practices?* With David Marsden (Principal Investigator)

REVIEWING

Journals

Academy of Management Journal, Journal of Management Studies, Human Resource Management, Organizational Behavior & Human Decision Processes, Journal of Vocational Behavior, Journal of Management

Conferences

Academy of Management Conference, British Academy of Management

CONFERENCE ORGANIZATION, SYMPOSIA AND WORKSHOPS

2010

7th Workshop on Research Advances in Organizational Behavior and Human Resources Management. Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

2009

6th Workshop on Research Advances in Organizational Behavior and Human Resources Management. Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

2008

5th Workshop on Research Advances in Organizational Behavior and Human Resources Management. Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

2007

4th Workshop on Research Advances in Organizational Behavior, Human Resources Management and Corporate Social Responsibility. Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

Psychological contract workshop, Zurich (Co-organizer)

2006

3rd Workshop on Research Advances in Organizational Behavior, Human Resources Management: Advances on leader-member exchange research. Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

2005

Advances on organizational commitment research. 2nd Annual Workshop on Advances in Organizational Behavior and Human Resource Management, LIHRE University of Toulouse (Session Chair)

2003

Employment Relationship workshop Houston, TX (Co-organizer)

SERVICE

2015-	LSE Ethics (Grants and Donations) Panel
2016-2018	Faculty Group Lead OB, Department of Management
2011-2014	Head of EROB Group, Department of Management
2008-2010	LSE Promotions Committee
2008-2010	LSE Non-Professorial Increments Committee
2007- 2008 2000- 2005	MSc Exam Board Chair
2001- 2004	Member of LSE Health & Safety committee
1998- 2003	Member of the LSE disciplinary sub committee
1996 – 2000	Program Director for Diploma in Business Studies

Service to the OB division and the Academy of Management

2018-19	President-Elect, Academy of Management
2017-18	Program Chair and Vice-President Elect, Academy of Management
2016-17	Program Chair-Elect and Vice-President Elect, Academy

of Management

2015-2016	Academy of Management Division and Interest Group Relations (DIGR) Committee Member
2011-2016	Division Chair Leadership Track, OB Division, Academy of Management
2009-2010	AOM Second Conference Task Force Cross Divisional Roundtable Committee
2006- 2009	Elected as Representative-at-Large for OB Division
2008	Committee Member for Terry Book Award 2007
2006	Committee member for Dexter award and Best OB paper
2005	Member of the Scientific Affairs Committee

**JOURNAL
PUBLICATIONS**

Deng, H., Coyle-Shapiro, J., & Yang, Q. (2018). Beyond reciprocity: A conservation of resources view on the effects of psychological contract violation on third parties. *Journal of Applied Psychology*, 103(5), 561-577.
<http://dx.doi.org/10.1037/apl0000272>

Conway, N., & Coyle-Shapiro, J. (2012) The reciprocal relationship between psychological contract fulfilment and employee performance and the moderating role of perceived organizational support and tenure. *Journal of Occupational and Organizational Psychology*, 85 (2), 277-299.

Chaudhry, A., Coyle-Shapiro, J.A-M., & Wayne, S. (2011). A longitudinal study of the impact of organizational change on transactional, relational and balanced psychological contracts. *Journal of Leadership and Organizational Studies*, 18 (2) 247-259.

Parzefall, M-R & Coyle-Shapiro, J. A-M (2011). Making sense of psychological contract breach, *Journal of Managerial Psychology*, 26(1): 12-27.

Dulac, T., Coyle-Shapiro, J. A-M., Henderson, D., & Wayne, S. (2008) Not All Responses to Breach are the Same: A Longitudinal Study Examining the Interconnection of Social Exchange and Psychological Contract Processes in Organizations. *Academy of Management Journal*, 51(6): 1079-1098.

Coyle-Shapiro, J. A-M. & Shore, L. (2007) The employee-organization relationship: Where do we go from here? *Human Resource Management Review*, 17: 166-179.

Coyle-Shapiro, J. A-M., Morrow, P., & Kessler, I. (2006). Serving Two Organizations: Exploring the Employment Relationship of Contracted Employees. *Human Resource Management*, 45(4), 561-583.

Coyle-Shapiro, J. A-M., Morrow, P. (2006) Organizational and Client Commitment among Contracted Employees. *Journal of Vocational Behavior*, 68, 416-431.

Coyle-Shapiro, J. A-M & Conway, N. (2005) Exchange relationships: An examination of psychological contracts and perceived organizational support. *Journal of Applied Psychology*, 90 (4), 774-781.

- Coyle-Shapiro, J., Kessler, I. & Purcell, J. (2004) 'Reciprocity or "it's my job": Exploring organizationally directed citizenship behavior in a National Health Service Setting', Journal of Management Studies, 41(1), 85-106.
- Coyle-Shapiro, J. & Neuman, J. (2004) Individual Dispositions and the Psychological Contract: The Moderating Effects of Exchange and Creditor Ideologies, Journal of Vocational Behavior, 64: 150-164.
- Coyle-Shapiro, J. & Morrow, P. (2003) The role of individual differences in employee adoption of TQM orientation. Journal of Vocational Behavior, 62: 320-340.
- Coyle-Shapiro, J. & Kessler, I. (2003) The employment relationship in the UK public sector: A psychological contract perspective. Journal of Public Administration Research and Theory, Vol 13(2), 213-230.
- Coyle-Shapiro, J., Morrow, P., Richardson, R., & Dunn, S. (2002) Using profit sharing to enhance employee attitudes A Longitudinal Examination of the Effects on Trust and Commitment. Human Resource Management, Vol 41 (4) 423-439.
- Coyle-Shapiro, J. (2002) A psychological contract perspective on organizational citizenship behavior, Journal of Organizational Behavior, Vol 23, 927-946. (Nominated for the William A. Owens Scholarly Achievement Award, given by the Society for Industrial and Organizational Psychology, American Psychological Association)
- Coyle-Shapiro, J., & Kessler, I. (2002). Reciprocity through the lens of the psychological contract: Employee and Employer perspectives. European Journal of Work and Organizational Psychology, Vol 11 (1) 1-18.
- Coyle-Shapiro, J. (2002). Changing employee attitudes: the independent effects of TQM and Profit Sharing on continuous improvement orientation. Journal of Applied Behavioral Science, Vol 38 (1) 57-77.
- Coyle-Shapiro, J. & Kessler, I. (2002). Contingent and non contingent working in local government: Contrasting psychological contracts. Public Administration, Vol 80 (1), 77-101.
- Coyle-Shapiro, J. & Kessler, I. (2000) Consequences of the psychological contract for the employment relationship: A large scale survey. The Journal of Management Studies, 37 (7) 904-930.
- Kessler, I., Purcell, J. & Coyle-Shapiro, J. (2000) The evolution of new forms of employment relations in the UK public services: the limits of strategic choice. Industrial Relations Journal, Vol 31, (1), 17-34.
- Kessler, I., Purcell, J. & Coyle-Shapiro, J. (2000). Employment relations in local government: Strategic choice and the case of Brent. Personnel Review, Vol 29, (2), 162-187.
- Kessler, I., Coyle-Shapiro, J. & Purcell, J. (1999) Outsourcing and the employment relationship: An employee perspective. Human Resource Management Journal, Vol 9(2), 5-19.
- Coyle-Shapiro, J. (1999). Employee participation and assessment of an organizational change intervention: A three-wave study of TQM. The Journal of Applied Behavioral Science, Vol 35 (4), 439-456.

Kessler, I. & Coyle-Shapiro, J. (1998) Restructuring the employment relationship in Surrey County Council. Employee Relations, Vol 20(4), 365-382.

Coyle-Shapiro, J. (1995). The impact of TQM on teamwork: A longitudinal study, Employee Relations, Vol 17, No 3, p63-74. Republished in *Team Performance Management* (1997), Vol 3. MCB Press

**BOOK CHAPTERS
& INVITED
CONTRIBUTIONS**

Coyle-Shapiro, J.A-M, Costa, S.P., Doden, W., & Chang, C (2019) Psychological Contracts: Past, Present and Future. *Annual Review of Organizational Psychology and Organizational Behavior*.

Diehl, M-R., & Coyle-Shapiro, J.A-M (in press) Psychological contracts through the lens of sensemaking. In Y. Griep, & C. Cooper (Eds.), *Handbook of Research on the Psychological Contract at Work*. Northampton, MA: Edward Elgar Publishers, Inc.

Wiechers, H.E., Coyle-Shapiro, J.A-M., Lub, X.D., & Ten Have, S. (forthcoming). Triggering psychological contract breach. In Y. Griep, & C. Cooper (Eds.), *Handbook of Research on the Psychological Contract at Work*. Northampton, MA: Edward Elgar Publishers, Inc.

Coyle-Shapiro, J.A-M. , Diehl, M-R., Chang, C. (2018) Employee- Organization Relationship and Organizational Citizenship Behavior. In P.M. Podsakoff, S.B. MacKenzie & N.P.Podsakoff (Eds). The Oxford Handbook of Organizational Citizenship Behavior.

Conway, N., & Coyle-Shapiro, J. (forthcoming 2018). Not so I-deal: A critical review of idiosyncratic-deals theory and research. In *Current Issues in Work and Organizational Psychology*, (ed. Cary Cooper). Routledge. (Updated/Reprinted from Bal, Matthijs and Rousseau, Denise M., (eds.) *Idiosyncratic Deals between Employees and Organizations: Conceptual Issues, Applications and the Role of Co-workers*. *Current issues in work and organizational psychology*. Routledge.)

Shore, L.M., Coyle-Shapiro, J.A-M., & Chang, C. (2018) Exchange in the employee-organization relationship. In Ones, D.S., Anderson, N., Sinangil, H.K., & Viswesvaran, C (Co-Editors) *The Handbook of Industrial, Work, and Organizational Psychology*. Revised second Edition. London: Sage Publications

Coyle-Shapiro, J.A-M & M-R.Diehl (2018) Social Exchange Theory- where is trust? In R.Searle, A.M.Nienaber & S.Sitkin (Eds). Routledge Companion to Trust.

Conway, N., & Coyle-Shapiro, J. (2015). Not so I-Deal: A Critical Review of Idiosyncratic-Deals Theory and Research. In: P.M. Bal & D.M. Rousseau (eds.), *Idiosyncratic deals between Employees and Organizations: Conceptual Issues, Applications, and the Role of Coworkers*. pp36-64. Routledge

Dhensa, R.K. & Coyle-Shapiro J. A-M. (2013). Anticipatory (In)justice and Organizational Change: Understanding Employee Reactions to Change. In S. Oreg (Eds). *The Psychology of Organizational Change: Viewing Change from the Recipient's Perspective*. Cambridge University Press.

Coyle-Shapiro, J.A-M & Dhensa-Kahlon, R (2012). Justice in 21st Century Organisation, in K. Townsend and A. Wilkinson, A.(Eds.) *The Edward Elgar*

Research Handbook on Work and Employment Relations. Edward Elgar: Cheltenham.

Shore, L., & Coyle-Shapiro, J. (2012) Perceived Organizational Cruelty: An expansion of the negative employee-organization relationship domain. In Shore, L.M., Coyle-Shapiro, J.A-M. & Tetrick, L. (Eds.) The employee-organization relationship: Applications for the 21st century. Psychology Press/Taylor & Francis

Shore, L.M., Coyle-Shapiro, J. A-M., Chen, X-P., & Tetrick, L.E. (2009) Social exchange in work settings: Content, mixed and process models. Management and Organization Review, 5 (3) 289-302.

Wayne, S., Coyle-Shapiro, J.A-M., Eisenberger, B., Liden, R.C., Rousseau, D.M. & Shore, L. (2009) Social Influences on commitment. In H.J. Klein., T.E. Becker, & J.P. Meyer (eds.) Commitment in organizations: Accumulated wisdom and new directions. SIOP Frontiers Series.

Coyle-Shapiro, J.A-M & Parzefall, M-R. (2008) Psychological contracts. In C.L. Cooper & J. Barling (Eds.) Handbook of Organizational Behavior, Thousand Oaks, CA: Sage.

Coyle-Shapiro, J. A-M. (2006) Psychological contracts. In Jeffrey H. Greenhaus and Gerard A. Callanan (Eds.), Encyclopedia of Career Development, (Volume 2, pp. 652-659). Thousand Oaks, CA: Sage.

Coyle-Shapiro, J. A.-M., & Parzefall, M.-R. (2005). Examen de la théorie du contrat psychologique: Questions clés relatives à la compréhension et à la recherche sur la relation d'emploi. In N. Delobbe, O. Herrbach, D. Lacaze & K. Mignonac (Eds.), Comportement Organisationnel (Vol. 1). Paris: De Boeck.

Shore, L.M., Tetrick, L.E., Taylor, M.S., Coyle-Shapiro, J.A-M., Liden, R., McLean Parks, J., Morrison, E.W., Porter, L.W., Robinson, S.L, Roehling, M.V., Rousseau, D.M., Schalk, R. Tsui, A., and Van Dyne, L. (2004). The Employee-Organization Relationship: A Timely Concept in a Period of Transition. In G.R. Ferris and J. Martocchio (Eds.) Research in Personnel and Human Resources Management. Elsevier Ltd. Vol 23, pp391-470.

Coyle-Shapiro, J. A-M. & Conway, N (2004) The employment relationship through the lens of social exchange. In J. Coyle-Shapiro, L. Shore, M. S. Taylor & L. Tetrick (Eds.) The Employment Relationship: Examining Psychological and Contextual Perspectives. Oxford: Oxford University Press.

Shore, L., & Coyle-Shapiro, J. (2003) New Developments in the Employee-Organization Relationship. Special Issue on Employment Relationships: Exchanges between Employees and Employers, Journal of Organizational Behavior, 24 (5): 443-450.

Coyle-Shapiro, J. A-M. (1999). TQM and organizational change: A longitudinal study of the impact of a TQM intervention on work attitudes. In Pasmore, W. A and Woodman, R.W. (Eds.), Research in Organizational Change and Development, Vol 12, 129-169. JAI Press.

EDITED BOOKS

Coyle-Shapiro, J-A-M, Shore, L.M., Taylor, M.S. Tetrick, L. (2004) (Eds.) The Employment Relationship: Examining Psychological and Contextual Perspectives. Oxford: Oxford University Press.

Shore, L.M., Coyle-Shapiro, J.A-M. & Tetrick, L. (2012) (Eds.) The employee-organization relationship: Applications for the 21st century. Psychology Press/Taylor & Francis

**PAPERS IN
REFEREED
CONFERENCE
PROCEEDINGS**

Deng, H., Coyle-Shapiro, J., & Yang, Q. (2016) It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation. Academy of Management Best Paper Proceedings

Björnberg, Å. & Coyle-Shapiro, J. (2009). The role of exchange and communal processes in understanding entrepreneurial relationships. Academy of Management Best Paper Proceedings

Conway, N., & Coyle-Shapiro, J. A-M. (2006). Reciprocity and psychological contracts: Employee performance and contract fulfillment. Academy of Management Best Paper Proceedings, pp6 [60]

Coyle-Shapiro, J. & Kessler, I. (1998) The psychological contract in the UK public sector: Employer and employee obligations and contract fulfillment. In S.J. Havlovic (Ed.), Academy of Management Best Paper Proceedings 58: (NPS, 1-7)

**REFEREED
CONFERENCE
PAPERS**

2017

Barkema, H., Coyle-Shapiro, J., & Le Grand, E. Helping me to help others: How organizations can reap the benefits of ideological currency to facilitate employees' making a difference in an extreme poverty context. New Ways of Seeing" paper and idea development AMJ workshop at the Lancaster University Management School on 6-7 April 2017.

Chang, C, Coyle-Shapiro, J., & Kuo, C-C (2017) How Do I-Deals Deal with Psychological Contract Breach? A Psychological Needs Perspective. Paper presented EAWOP, 17th-20th May 2017

Wiechers, H., Lub, X., Coyle-Shapiro, J., & ten Have, S The daily dynamics of contract change Paper presented EAWOP, 17th-20th May 2017

Costa, S., Neves, P & Coyle-Shapiro, J (2017) Psychological contract breach and its correlates: Effects of culture and country level factors Paper presented at the Annual Meeting of the Academy of Management, August 4-8th, Atlanta

Coyle-Shapiro, J., Dhensa-Kahlon, R.K., Soylu, S., Azizzadeh, S., & Tekleab, A. (2017) A social exchange perspective to understanding team creativity, Symposium at the Annual Meeting of the Academy of management, August 4-8th, Atlanta.

2016

Livne-Ofer, E. & Coyle-Shapiro, J (2016) Perceived Exploitative Employee-Organization Relationships: Development of a new Scale. Paper presented at the Annual Meeting of the Academy of Management 5-9th August, Anaheim, CA.

Deng, H., Coyle-Shapiro, J., & Yang, Q. (2016) It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation. Paper presented at the Annual Meeting of the Academy of Management 5-9th August, Anaheim, CA.

Barkema, H. & Coyle-Shapiro, J. (2016). The working poor: Ideological currency amongst Slum School teachers in India. Coyle-Shapiro, J., Cnop, A., Bingham, J., Cunningham, G., & Hendricks, H. (Chairs) Beyond “what’s in it for me?”: Employee-level outcomes of an organization-sponsored cause. Symposium at the Annual Meeting of the Academy of Management, 5-9th August, Anaheim, CA.

2015

Chang, C., Wu, C. & Coyle-Shapiro J. (2015) Employee Health: A twin track model of Psychological Contract Breach. C. Chang and J Coyle-Shapiro (Chairs) Employee-Organization Relationships and Employee Health. Symposium at the Annual Meeting of the Society of Industrial and Organizational Psychology, Philadelphia.

Conway, N., & Coyle-Shapiro, J. (2015). A critical appraisal of Idiosyncratic Deals. In Kiefer, T., Conway, N., & Rofcanin, Y (Chairs) Scrutinizing I-deals and its impact beyond the focal employee. Symposium at the Annual Meeting of the Academy of Management 8-11th August, Vancouver.

Dhensa-Kahlon, R., Coyle-Shapiro, J., & Shapiro, D. (2015). Let’s talk! Exploring talk as a recovery mechanism for workplace injustice. Paper presented at the Annual Meeting of the Academy of Management 8-11th August, Vancouver

2014

Ingram, K.E. & Coyle-Shapiro (2014) Non-beneficiaries of leader support: The misfortune of the wary. R.Eisenberger and L. Rhoades Shanock (Chairs) Leadership and Perceived Organizational Support: Favorable treatment of and by leaders. Symposium at the Annual Meeting of the Academy of Management 1-5th August, Philadelphia.

Ingram, K., Coyle-Shapiro, J & Thau, S. (2014) Relational ambivalence with managers: Should I stay or go? Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii

Coyle-Shapiro, J., El Akremi, A. Nasr, M.I (2014) Supervisor Fairness and Support, Organizational Socialization Tactics and Newcomers’ Adjustment Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii

2013

Conway, N., & Coyle-Shapiro J. (2013). Examining the relationship between POS, self-efficacy and affective well-being. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Houston.

2011

Conway, N., & Coyle-Shapiro J. (2011). Do psychological contracts change when work status changes? Paper to be presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago April.

Shore, L., & Coyle-Shapiro, J. (2011). What else should be learned about Perceived Organizational Support? R. Eisenberger & A.Witt (Chairs), POS: current knowledge and future promise. *Symposium at the annual conference of Society for Industrial and Organizational Psychology*, 14-16th April, Chicago.

2010

Shore, L.M., Erhart, M & Coyle-Shapiro, J (2010). POS in Teams: Support for All or Support for One? Paper to be presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta April.

2009

Coyle-Shapiro, J.A-M, Dulac, T & Delobbe, N. (2009). The Development of the Psychological Contract during Organizational Socialization: The role of trust and exchange related dispositions. *Paper presented at Annual Conference of the Society for Industrial and Organizational Psychology*

Björnberg, Å. & Coyle-Shapiro, J. (2009). The role of exchange and communal processes in understanding entrepreneurial relationships. *Paper presented at the Academy of Management Annual Meeting, Chicago, Ill.*

Chaudhry, A., Wayne, S & Coyle-Shapiro, J. (2009). A 'new' deal: Myth or Reality? Rethinking psychological contracts in the context of change. *Paper presented at the Academy of Management Annual Meeting, Chicago, Ill.*

2008

Shore, L.M., Coyle-Shapiro, J & Erhart, M. (2008) Perceived Organizational Support as a Group-Level Phenomenon. *Paper presented at the Annual Meeting of the Academy of Management, Anaheim*

Parzefall, M-R & Coyle-Shapiro, J. A-M. (2008) Psychological Contract Schema, Contract Breach and Sense-Making: A Qualitative Study. *Paper presented at the Annual Meeting of the Academy of Management, Philadelphia*

Conway, N. & Coyle-Shapiro, J. A-M. (2008) Understanding Consequences of Psychological Contract Breach: The role of Perspective taking. *Paper presented at the Annual Meeting of the Academy of Management, Philadelphia*

2007

Coyle-Shapiro, J.A-M. (2007) Perceived Organizational Support and Psychological Contracts. Panel Discussion titled Perceived Organizational Support: Future Directions. *Annual Conference of the Society for Industrial and Organizational Psychology, 27-29th April, New York.*

Shore, L. & Coyle-Shapiro, J.A-M. (2007) The Manager as Agent in the Employee-Organization Relationship: The Influence of Managerial Interests. L.Shore & J. Coyle-Shapiro (Chairs), Challenges and new directions in the employee-organization relationship. *Symposium at the annual conference of Society for Industrial and Organizational Psychology, 27-29th April, New York.*

2006

Dulac, T., Coyle-Shapiro, J. A-M., & Delobbe, N. (2006) The Role of Socialization Tactics and Information Seeking Behavior in Newcomers' Psychological Contract Evaluation. *Paper presented at the Annual meeting of the Academy of Management, Atlanta.*

Dulac, T., Coyle-Shapiro, J. A-M., Henderson, D., & Wayne, S. (2006) The Development of Psychological Contract Breach and Violation: A Social Exchange Approach. *Paper presented at the Annual meeting of the Academy of Management, Atlanta.*

Conway, N., & Coyle-Shapiro, J. A-M. (2006). Reciprocity and psychological contracts: Employee performance and contract fulfillment. *Paper presented at the Annual meeting of the Academy of Management, Atlanta.*

Dulac, T. & Coyle-Shapiro, J A-M. (2006) An Examination of the Relationship between Leader-Member Exchange and Perceived Organizational Support during

Organizational Socialization. *Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Dallas, TX, May.*

2005

Coyle-Shapiro, J. A-M., Morrow, P.C., & Kessler, I. (2005) Serving Two Organizations in the Public Service Context: Consequences amongst Contract Employees. *Paper presented at the Academy of Management Conference, Hawaii, August.*

Coyle-Shapiro, J.A-M (2005). Organizational Justice: Research findings from the United Kingdom. *Paper presented at the Academy of Management Conference, Hawaii, August.*

Coyle-Shapiro, J.A-M. (2005) An Organizational Justice Perspective to Understanding Bullying at Work. *Paper presented at the quinquennial British Psychological Society Conference, Manchester, March.*

Coyle-Shapiro, J. A-M., & Morrow, P.C. (2005) Managing Commitment in Co-employment Contexts. Paper presented at Commitment in Organizations: Accumulated Wisdom and New Directions, October 28-30, Columbus, OH, USA

2004

Coyle-Shapiro, J. A-M. (2004) Perceived Organizational Support: A view from the “employer’s” side. *Paper presented at the Academy of Management Conference, New Orleans*

Coyle-Shapiro, J. A-M., & Kessler, I. (2004) Beyond exchange: towards an expanded view of the employment relationship in the public sector. *Paper presented at the Academy of Management Conference, New Orleans*

2003

Conway, N. and Coyle-Shapiro, J (2003) Employee Perspective Taking and the Psychological Contract. *Paper to be presented at EAWOP, Lisbon May*

Conway, N. & Coyle-Shapiro, J. A-M. (2003) Using the Psychological Contract and Agency Theory to Understand Employee Performance. *Paper presented at the Annual Meeting of the Academy of Management, Seattle.*

2002

Coyle-Shapiro, J and Conway, N. (2002) Comparing Psychological Contracts of Part-time and Full-time Employees: A Quasi-Experimental Study. *Paper presented at the Academy of Management Conference, Denver, 2002.*

Coyle-Shapiro, J. (2002) Organizational commitment: The contribution of Perceived Organizational Support and Human Resource practices. Symposium titled Perceived Organizational Support: Employer Commitment to Employees, *Academy of Management Conference, Denver.*

Coyle-Shapiro, J., Taylor, S., Shore, L., Tetrick, L., Eisenberger, R., Folger, R., Liden, R., Morrison, E., Porter, L., Robinson, S., Roehling, M., Rousseau, D., Schalk, R & Van Dyne, L. (2002) The organization’s perspective on the employment exchange. Symposium titled Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship, *Academy of Management Conference, Denver.*

Shore, L., Coyle-Shapiro, J., Taylor, S., Tetrick, L., Eisenberger, R., Folger, R.,

Liden, R., Morrison, E., Porter, L., Robinson, S., Roehling, M., Rousseau, D., Schalk, R & Van Dyne, L. (2002) Psychological Contracts: Definition and Distinctiveness. Symposium titled Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship, *Academy of Management Conference, Denver*.

Tetrick, L., Taylor, S., Coyle-Shapiro, J., Shore, L., Eisenberger, R., Folger, R., Liden, R., Morrison, E., Porter, L., Robinson, S., Roehling, M., Rousseau, D., Schalk, R & Van Dyne, L. (2002) Thorny Theoretical Issues within the E-O relationship. Symposium titled Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship, *Academy of Management Conference, Denver*.

2001

Coyle-Shapiro, J. (2001) Managers: Caught in the middle of a psychological contract muddle. *Paper presented at the Annual Meeting of the Academy of Management, Washington DC, August*.

Coyle-Shapiro, J. (2001) Psychological contracts and perceived organizational support: what is their relationship? *Paper presented at the Annual Meeting of the Academy of Management, Washington DC, August*.

Coyle-Shapiro, J. & Morrow, P. (2001). Individual and organizational antecedents of TQM adoption: A comparison of relative effects and implications for organizational change. *Paper presented at the Annual meeting of the Academy of Management, Washington DC, August*.

Coyle-Shapiro, J. (2001). OCB: An empirical examination of the contribution of psychological contracts. *Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California, April*.

2000

Coyle-Shapiro, J. (2000) Psychological contracts: what are the measurement trade-offs and are they worth it?. Paper presented at Symposium the measurement of psychological contracts: Research experiences, and recommendations at *the Annual Meeting of the Academy of Management, Toronto*.

Coyle-Shapiro, J., & Kessler, I. (2000) Mutuality, stability and psychological contract breach: A longitudinal study. *Paper presented at the Annual Meeting of the Academy of Management, Toronto*.

Coyle-Shapiro, J. & Kessler, I. (2000). Does contract status matter? Exploring different work arrangements through the psychological contract. *Paper presented at the 12th Annual Meeting on Socio-Economics, London July*

Coyle-Shapiro, J. & Neuman, J. (2000) Individual differences: Do they matter in the psychological contract? *Paper presented at the British Academy of Management, Edinburgh, September*.

Coyle-Shapiro, J., & Kessler, I. (2000) Reciprocity through the lens of the psychological contract. In J. Neuman & J. Coyle-Shapiro (Chairs), Employee-Employer Reciprocity: Within and Beyond the Employment Relationship. Symposium at *the meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana*.

1999

Coyle-Shapiro, J. (1999). TQM and profit sharing: A test of two methods of achieving change in employees' orientation to continuous improvement. *Academy of Management Conference, Chicago, August.*

Coyle-Shapiro, J. & Kessler, I. (1999). Are part-timers different? Consequences of the psychological contract on employee commitment, work obligations and OCB. *Paper Presented at the 11th Annual Meeting on Socio-Economics, Wisconsin, July*

Coyle-Shapiro, J., Kessler, I., Purcell, J. (1999). Reciprocity or "it's my job": Exploring organizationally directed citizenship behavior in a National Health Service Setting. *Academy of Management Conference, Chicago, August*

1998

Coyle-Shapiro, J. (1998). TQM and organizational change: A longitudinal study of the impact of a TQM intervention on work attitudes. *Academy of Management Conference, San Diego, August.*

Coyle-Shapiro, J. & Kessler, I. (1998). The psychological contract in the UK public sector: employer and employee obligations and contract fulfillment. *Academy of Management Conference, San Diego, August.*

Kessler, I., Purcell, J., & Coyle-Shapiro, J. (1998). The emergence and evaluation of new forms of employment. Relations in the UK public sectors. *IRRA 11th World Congress, Bologna, Sept.*

**WORK IN
PROGRESS**

Livne-Ofer, E., Coyle-Shapiro, J. & Pearce, J.L Eyes Wide Open: Perceived Exploitation and its Consequences. (Conditional acceptance *Academy of Management Journal*)

Nasr, M.I., El Akremi, A., & Coyle-Shapiro, J. Synergy or Substitution? The interactive effects of Insiders' fairness and support and organizational socialization tactics on newcomer role clarity and social integration (Under 2nd review, *Journal of Organizational Behavior*)

Chang, C., Wu, C.H., Coyle-Shapiro, J.A-M., When and Why Psychological Contract Breach Impairs Organizational Citizenship Behavior toward Individuals: The Role of Sense of Control and Employees' Implicit Theories (under review)

Costa, S., Neves, P., & Coyle-Shapiro, J.A-M. A Meta-Analysis of Psychological Contract Breach and its outcomes: A Polycontextual Approach (under review)

Wiechers, H., Lub, X.D., Coyle-Shapiro, J. A-M., & ten Have, S. Triggers in organizational change contexts and their impact on the psychological contract: A process model for psychological recontracting (draft)

Barkema, H., & Coyle-Shapiro, J., & Le-Grand, E. Ideological currency amongst Indian Slum School teachers (Data analysis stage)

Tekleab A.G., De Vos, A., de Jong, J.P., & Coyle-Shapiro, J. Moving levels in psychological contracts research: A multi-source, multi-sample study of shared psychological contract fulfilment

Dhensa-Kahlon, R.K., Coyle-Shapiro, J.A-M., Shapiro, D. Is it good to talk? An integrative and interdisciplinary review of research on talk in organizations (draft in progress)

Chang, C., Coyle-Shapiro, J.A-M., Wu, C.H., & Lee, S. Breach makes me active: When psychological contract breach motivates proactive behaviors (data gathering)

Coyle-Shapiro, J., Soylu, S., Dhensa-Kahlon, R., Azizzadeh, S & Tekleab, A. The role of relationships in explaining team innovative behavior (draft in progress)

Current research projects

Doden, W., & Coyle-Shapiro, J. A.-M. Mutuality in Newcomer Psychological Contracts. (Five wave data collection in progress and planning of follow up experiment)

Sarnecki, A., Diehl, M-R., Coyle-Shapiro, J. How do third parties react to injustice in their teams? The role of relationship quality (Additional qualitative data collection)

Chang, C., Coyle-Shapiro, J., Wu, C. H., The Differential Effect of Event and Accumulative Psychological Contract Breach on Employee Health: A daily diary study (Initial Data collection stage)

Dhensa-Kahlon, R., Coyle-Shapiro, J., & Shapiro, D. Let's talk!: Exploring talk as a recovery mechanism from workplace injustice. (three studies completed and experiment designed)

The Employee-Organization Relationship and Employee Health (with Lynn Shore, Gwen Fisher & Chiachi Chang). Two studies in progress

Post-violation of the Psychological Contract (with Sandra Costa, Pedro Neves & Yannick Griep). Two studies completed.

KEYNOTES, INVITED SPEAKER, PRACTITIONER and ACADEMIC TALKS

Expanding our understanding of the employee-organization relationship: What's the future? Keynote at the XI International HRM Workshop 25-26th Oct 2018, Seville

The employee-organization relationship: Challenges and future research directions, Keynote at The 5th Critical and Alternative Approaches in Governance (CAAG), 2-3rd July 2018, Toulouse Business School, Barcelona.

The changing nature of work: Invisible employee contracts. CWeX Public Insights Lecture, University of South Australia, 21st June 2017

Beyond social exchange in psychological contract research. Keynote at the 4th Frontiers in Business Research in China. Renmin University, Beijing 26-27th May 2017

It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation for third parties. Seminar at UC Irvine, 13th May 2016

It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation for third parties. Seminar at University of Zurich, 8th March 2016

Coyle-Shapiro, J., Ashforth, B., & Pfaffer, M. (2016, February). Micro meets macro.

Panel discussion presented at the *Micro Meets Macro conference*, Arizona State University, Tempe.

What is the future role of law in the Australian Workplace? A Psychological Contract Perspective. President's Forum: Ideas at work, Industrial Relations Commission of New South Wales, 17th November 2015

It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation. Seminar at University of Queensland Business School, 20th November 2015

It's not all about "tit for tat": the role of resource depletion in explaining consequences of psychological contract violation. Seminar at University of South Australia, 27th November 2015

Keynote: *Managing the Employee-Organisation Relationship (EOR) in Turbulent Times.* European Association of Work and Organisational Psychology Conference, Oslo May 20th -23rd 2015

Guest Scholar: Employee-Organization Relationship. Management and International Networkshop, 10-12 October 2014, University of Zurich, Switzerland.

Keynote: *Employee-Organization Relationship (EOR): Where is the theory?* Early Career Summer School, EAWOP, 1-6th September 2014, Azeitao, Lisboa, Portugal.

Keynote: *Employee-Organization Relationships: where does employee health fit in or does it? Frontiers of Organizational Behavior Research* at the 6th biennial conference of the International Association for Chinese Management Research (IACMR) in Beijing, China, June 18-22, 2014

Keynote: *Managing employee-organization relationships in the 21st Century.* 9th Annual Industrial and Organizational Psychology Conference, Brisbane, 23-26th June 2011

Managing the employee-organization relationship: Challenges and opportunities in the 21st Century. Distinguished Speaker for OB & HR division at the 2011 Administrative Sciences Association of Canada Annual Conference, 2-5th July, Montreal

Employee-Organization Relationships in Current Context: A Psychological Contract Perspective and Future Research Agenda. Launch of the Centre for Organizational Research, Roehampton University, 9th November 2009

Social Exchange Theory and the Employee-Organization Relationship: Where do we go from here? Saïd Business School, University of Oxford, 20th October 2009

The employment relationship: Promises and Fairness: Implications for employee performance, Institute of Employment Studies, 15th May 2008

The employment relationship: where are we and where do we go from here? Swedish School of Economics and Business Administration (Hanken), Helsinki, 8th November 2006.

Keynote: *"The employment relationship: promises, fairness and concern"* delivered at the Organizational Behaviour symposium for Policy and the Public sector, Melbourne, 6-7th July 2006.

Understanding the Employment Relationship from a Social Exchange Perspective, Dept. of Social and Organizational Psychology, Instituto Superior das Ciencias do Trabalho e da Empresa (ISCTE), Lisbon, 24th May 2006

The future of Social Exchange, LIHRE, University of Toulouse, 16th May 2006

The employment relationship: A future research agenda, Cardiff Business School, 12th May 2004

Seminar on Psychological Contracts. Loughborough Business School, 17th March 2004

Seminar on Psychological Contracts: Employer and Employee perspectives, School of Management, Kingston University, 4th June 2003

Biannual Surrey Symposium on current developments in Organizational Behavior and Human Resource Management, University of Surrey, 22nd May 2003

Managing the Psychological Contract, Personnel Directors' Forum, Templeton College, University of Oxford, 7th April 2003

**VISITING
APPOINTMENTS**

Aug 2016- Feb 2018	Visiting Research Professor, Center for WorkPlace Excellence, University of South Australia
Nov 2015	Australian Institute of Business and Economics, University of Queensland
March 2015	University of Toulouse
Jan 2011-Mar 2011	UC Irvine
Sept 2010-Sept 2011	San Diego State University
May 2010	LIHRE, University of Toulouse
March-April 2010	University of Mannheim
Dec 2007	LIHRE, University of Toulouse
May 2007	LIHRE, University of Toulouse
March 2005	LIHRE, University of Toulouse
March 2004	LIHRE, University of Toulouse

PHD SUPERVISION

2017 Chiachi Chang (*A multi-study investigation of the role of psychological needs in understanding behavioural reactions to psychological contract breach*) LSE

2015 Esther Canonico (*Putting the work-life interface into a temporal context: An empirical study of work-life balance by life-stage and the consequences of homeworking*) LSE

2015 Ephrat Livne Ofer (*Perceived Exploitative Employee-Organization Relationships: A Multi-study investigation of a new construct*), LSE

2014 Rashpal Dhensa-Kahlon (*Healing or Harmful?: A Multi-Method Investigation of Talk as a Victim-Centered Response to Organizational Injustice*), LSE

2012 – Kyle Ingram (*Antecedents and consequences of relational ambivalence: A longitudinal and daily diary study investigation*), LSE.

2011 Grace Lemmon (Member of Dissertation Committee) University of Illinois Chicago

2009- David Henderson (Member of Dissertation Committee) University of Illinois Chicago

2008- Anjali Chaudhry (Member of Dissertation Committee) University of Illinois Chicago

2006 – Marjo-Riitta Parzefall (*Exploring the role of reciprocity in psychological contracts: A study in a Finnish Context*) LSE

2006 – Tanguy Dulac (*The formation and evaluation of newcomers' psychological contracts: A longitudinal study*). Co-supervised with Dr.N Delobbe, Louvain School of Management

2004 - Alexandra Beauregard (*Interference between Work and Home: An Empirical Study of the Antecedents, Outcomes, and Coping Strategies amongst Public Sector Employees*) LSE.

Current PhD Supervision

Aurelie Cnop, LSE (Sept 2018 submission)

TEACHING

2015	Nomination for a Student-Led Teaching Award
2014	Teaching Commendation LSE Students Union
2008	LSE Students Union Excellence Teaching Star
2001	Awarded teaching prize by the Promotions and Review Committee for outstanding teaching performance, LSE.
2018-	Extreme OB: Examining behavior in non-normative organizational contexts (undergraduate)
2017-	Social Innovation and Entrepreneurship (OB component) for MSc in Social Innovation & Entrepreneurship
1996- 2000	Organizational Behaviour for undergraduates and non-specialist MSc students (Accounting & Finance, Information Systems, Voluntary Sector, Non-Governmental Organization)
1996-2000	Human Resource Management (Undergraduate & MSc Level)
1996- present	Organizational Behaviour (Id430) for specialist MSc students Organizational Change (Id431) for Specialist MSc students
2014- 2017	Advanced and Emerging Topics in OB

- 2007-2009 Cross cutting themes in Management (MG429) for MSc in Management Organisations and Governance
- 2008- 2015 Behaviour in Organizations (MG130) Summer School
- 1997- 2008 Chief Examiner for Human Resource Management (University of London External Degree Program)

Coyle-Shapiro, J., Hoque, K., Kessler, I., & Richardson, R. (2002) Human Resource Management: A study guide. University of London.
- 2003- 2004 Chief Examiner for Organization Theory (University of London External Degree Program)

